



Approved For Release 2005/03/24 : CIA-RDP81-00818R000100010033-7

UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON, D.C. 20415

117/S 67-0494  
IN REPLY PLEASE REFER TO

*Noted by DCI*

YOUR REFERENCE

Honorable Richard Helms  
Director, Central Intelligence Agency  
Washington, D. C. 20505

JAN 25 1967

Dear Mr. Helms:

Senator Sam J. Ervin, Jr., Chairman of the Subcommittee on Constitutional Rights of the Committee on the Judiciary, has asked me to provide further information as to the use of personality tests by Federal agencies.

The policy of the Civil Service Commission which generally prohibits the use of personality tests does not apply to their proper use by a qualified psychiatrist or psychologist when, in his professional judgment, they would assist in his total study of an individual in connection with medical determinations for employment or fitness for duty.

Senator Ervin is interested in the extent to which personality tests are used in medical programs, and in the guidelines which agencies provide to their medical staffs for use of such tests.

Accordingly, I will appreciate your response to the following questions:

1. In connection with medical examinations of new appointees, under what circumstances are personality tests used?
2. What written policies or guidelines have been issued relating to the selection, use and interpretation and to the maintenance, access to and disposal of records of personality tests? (Please supply a copy.)
3. Has there been a change in your policies or guidelines in the past 18 months?

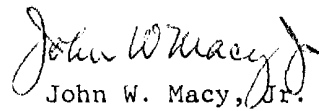
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THE MERIT SYSTEM—A GOOD INVESTMENT IN GOOD GOVERNMENT

Please provide the same information for medical examinations of employees for fitness for duty.

I will appreciate your replying by February 15, 1967. If there are questions concerning this report, your staff may call Dr. Albert P. Maslow (Code 183, Extension 7453).

Sincerely yours,

A handwritten signature in cursive script, reading "John W. Macy, Jr.", is written above the typed name.

John W. Macy, Jr.  
Chairman